

**MICHIGAN DEPARTMENT OF CIVIL SERVICE  
JOB SPECIFICATION**

**BUILDING CONSTRUCTION SPECIALIST**

**JOB DESCRIPTION**

Employees in this job function as professional specialists, with responsibility for a building construction program or specialty area, or as an administrative assistant to an administrator or executive. Positions are (1) designated as specialists by the Appointing Authority; (2) accepted and classified by Civil Service; (3) require advanced knowledge in the field of work; (4) responsible for highly complex assignments; (5) the scope of responsibility is significant; and (6) the job function has considerable impact within the department. Typically, positions in this job do not supervise.

There are two classifications in this job.

**Position Code Title – Building Construction Specialist-2**

**Building Construction Specialist 13**

The employee functions as a second-level specialist or as an administrative assistant to an office director, division director, or equivalent-level administrator.

**Position Code Title – Building Construction Specialist-3**

**Building Construction Specialist 14**

The employee functions as a third-level specialist or as an administrative assistant to a bureau director or equivalent-level executive.

First-level specialists are classified at the advanced level of the Building Construction Project Superintendent.

**JOB CONCEPTS**

Specialist jobs are evaluated by the Appointing Authority using the ECP Group Two Professional Specialist Position Evaluation Worksheet to recommend the appropriate classification level. Civil Service reviews the factors for job complexity, program or specialty scope, and impact to determine classification level. There are two types of specialist jobs:

Program Specialist: The predominant and essential function of the job is its assigned responsibility for an accepted program that is statewide, department-wide, agency-wide or the equivalent scope. Such jobs are responsible for highly complex assignments that have considerable impact and are one-of-a-kind within the organization.

Staff Specialist: The predominant and essential function of the job is to serve as an expert in a particular specialty area or professional discipline

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that is statewide, department-wide, agency-wide, or the equivalent in scope. Such positions are responsible for highly complex assignments that have considerable impact and are one-of-a-kind within the organization.

Administrative Assistant jobs have the predominate and essential function to advise and assist an administrator or executive in all areas for which the official is responsible. The positions report directly to the official in a staff capacity, and are typically involved in budget development, program planning, policy, and procedures development, representing the official at meetings and otherwise assisting in all areas of the official's responsibilities.

### **JOB DUTIES**

**NOTE:** The job duties listed are typical examples of the work performed by positions in this job classification. Not all duties assigned to every position are included, nor is it expected that all positions will be assigned every duty.

#### **Administrative Assistant**

Advises and assists the official in all areas of responsibility.

Carries out special projects as assigned by the official.

Assists in program planning, policy, and procedure development.

Participates in budget development.

Represents the official at meetings.

#### **Specialist**

Performs, within the specific program, field inspections of building projects under construction to determine compliance with plans, specifications, construction contracts, architectural contracts, and all other contract documents. Monitors construction to make sure that work is being completed according to schedule; recommends action, as necessary, to bring about adherence to schedule.

Recommends and formulates procedures, policies and guidelines for assigned program.

Develops and implements program goals and plans.

Makes recommendations in areas of expertise for the program.

Acts as a liaison with other agencies, organizations, and employees to coordinate the technical aspects of the program.

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Serves as a technical consultant and liaison with industry and governmental agencies.

Negotiates proposed change orders with contractors, sponsors, mortgagors, architects, and/or professional service contractors; investigates documentation on these change orders and recommends action on same.

Supervises and controls or reviews and approves disbursement of contract monies.

Verifies that work for which payment is requested has been satisfactorily completed.

Conducts meetings with, and arbitrates between, contractors, architects, owners, attorneys, and governmental agencies concerning contract requirements, job conditions, progress, workmanship, disputes, allocation of funds, and other problems.

Reviews plans, specifications, construction cost data, and other contract documents to identify and point out errors, omissions, code violations, and design inadequacies.

Supervises and recommends acceptance of buildings for occupancy.

Inspects building projects to determine the latent defects and assures their completion during the warranty period.

Researches and advises on changes in methods and materials for incorporation into future construction plans of the specific programs.

Plans and coordinates the training of staff.

Conducts special projects.

Prepares special studies and reports.

### **JOB QUALIFICATIONS**

#### **Knowledge, Skills, and Abilities**

**NOTE:** The degree of knowledge required is a function of job complexity, program or specialty scope, and impact, which increases with the level of the position.

#### **Administrative Assistant**

Knowledge of the principles and techniques of administrative management including organization, planning, staffing, training, budgeting, and reporting.

Knowledge of fiscal planning, budgeting, and management.

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**Specialist**

Knowledge of the operational and technical problems involved in the administration of a specialized program.

Knowledge of the assigned program specialty.

**Administrative Assistant and Specialist**

Knowledge of methods of planning, developing, and administering programs.

Knowledge of state and federal laws and legislative processes related to the work.

Knowledge of the reporting methods and techniques.

Knowledge of standards of quality in building construction, alteration and repair.

Knowledge of safety precautions in the work.

Knowledge of the building trades.

Knowledge of building construction processes and procedures, equipment, tools and materials.

Knowledge of contracting procedures.

Knowledge of construction codes, laws and contract documents.

Ability to determine by inspection and specifications if requirements are met.

Ability to conduct group meetings and to reconcile conflicting views.

Ability to read and interpret blueprints and specifications.

Ability to oversee building construction projects.

Ability to make cost studies and estimates.

Ability to maintain standards of quality.

Ability to evaluate construction and/or design problems and recommend solutions.

Ability to plan, direct, and coordinate program and administrative activities of a complex, interrelated, and interdependent nature, where unknowns and numerous contingency factors are involved.

Ability to formulate policies and procedures relevant to program areas based on information of a conceptual nature from varied and complex sources.

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Ability to plan, coordinate, and expedite work projects.

Ability to interpret complex rules and regulations.

Ability to communicate with others verbally and in writing.

**Working Conditions**

Some jobs require travel.

Some jobs require an employee to work outdoors and be exposed to inclement weather conditions.

Some jobs require an employee to work on high structures.

Some jobs require an employee to be exposed to hazardous work environments which may include exposure to unpleasant and noxious fumes and odors.

Some jobs require an employee to work in tunnels and crawl spaces.

Some jobs are located in a correctional facility, mental health facility, social services agency, or hospital facility which may require direct contact with patients and prisoners.

**Physical Requirements**

The job duties require an employee to bend, stoop, reach, or stand for extended periods of time.

The job duties require an employee to climb ladders.

**Education**

Possession of a bachelor's degree in building construction, architecture, or a bachelor's of science degree in engineering.

**Experience**

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Four years of experience as a building construction superintendent, including two years of experience equivalent to a Building Construction Project Superintendent P11.

OR

One year of experience equivalent to a Building Construction Project Superintendent.

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**Building Construction Specialist 14**

Five years of experience as a building construction superintendent, including three years of experience equivalent to a Building Construction Project Superintendent P11.

**OR**

Two years of experience equivalent to a Building Construction Project Superintendent 12.

**OR**

One year of experience equivalent to a Building Construction Specialist 13.

**Alternate Education and Experience**

Four years of experience as a superintendent or foreman in the building construction trades or experience equivalent to building construction inspection, planning, or design may be substituted for the bachelor's degree.

**Special Requirements, Licenses, and Certifications**

None.

**NOTE:** Equivalent combinations of education and experience that provide the required knowledge, skills, and abilities will be evaluated on an individual basis.

**JOB CODE, POSITION TITLES AND CODES, AND COMPENSATION INFORMATION**

<b><u>Job Code</u></b>	<b><u>Job Code Description</u></b>
BLDCONSPL	Building Construction Specialist

<b><u>Position Title</u></b>	<b><u>Position Code</u></b>	<b><u>Pay Schedule</u></b>
Building Construction Specialist-2	BLDSPL2	H21-016
Building Construction Specialist-3	BLDSPL3	H21-018